

PLANNERS NETWORK

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No. 136

THE SEVENTH GENERATION

In our every deliberation, we must consider the impact of our decisions on the next seven generations.

- From the Great Law of the Iriquois Confederacy

On Labor-Community Alliances

By Bill Fletcher, Jr.

[Excerpted from the presentation to the PN 99 Conference in Lowell, Mass. Bill Fletcher, Jr. is Education Director of the US AFL-CIO]

...The notion of labor/community alliances in many respects challenges -- albeit implicitly -- the concept of pure and simple trade unionism. It does so because it is different from the notion of *community support for labor*. Throughout this century there have been numerous examples of community support for labor struggles. The AFL, as conservative a force as they were, did not oppose community support for their struggles.

Community support, however, is different from labor/community alliances. The notion of an alliance is that of a bilateral relationship. This is difficult for organized labor for both ideological and structural reasons....

On the ideological front, there is the question I just raised of pure and simple trade unionism. To the extent to which trade unionism remains packaged as a movement with a narrow focus on the immediate economic interests of the members, there is a fundamental problem developing a bilateral relationship with community-based organizations. Simply put, the

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IMMIGRATION AND COMMUNITY

The Transnational Neighborhood

Guest Editor: Arturo Sanchez

Transnationalism not Assimilation

By Arturo Sanchez

The contemporary urban landscape is rapidly being transformed by massive waves of non-European immigration. This movement of Third World peoples to the "American City" is viewed by many influential decisionmakers as problematic. In the popular mind, large-scale immigrant clusters are seen as sites of disorder and are associated with the breakup of the national social fabric. Policies of "containment and control" like the recent attacks on immigration, bilingual education, affirmative action, and welfare are presented as a re-imagining of what "America" could and should be.

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Planners Networker UPDATES

Thanks to the PNers who sent in news this month. Let your fellow members know what you are up to — send in your update today!

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Bradley Flamm I'm a Cornell alum, having received my Master in Regional Planning in 1992. I now work at EcoCity Cleveland, a non-profit environmental planning organization based in Cleveland, Ohio. We recently completed a major project entitled the "Citizen's Bioregional Plan for Land Use and Transportation in Northeast Ohio." Released on May 15, 1999, public reception and media coverage of this major visioning effort have been excellent (we even got a mention in Neal Peirce's column on June 27, 1999). We believe this bioregional plan could set our region on the path to more sustainable land use and transportation planning in the next twenty years. If any PNers would like more info, they can contact me at 216-932-3007, by e-mail at <bflamm@en.com>, by going to our Web site <http://www.ecocleveland.org>, or writing EcoCity Cleveland, 2841 Scarborough Rd., Cleveland Heights OH 44118

Morris Zeitlin writes: Trying to lift the sagging spirits of progressive people and planners following the political setbacks to the Left in the 1990s, I've written *Noble City*, celebrating city planning and planners and their potentials to serve society and ennoble its life in cities. *Noble City* is a social science fiction novel, an imagined odyssey of a city planner in a future ideal city, looking back upon cities and urbanization in our time with the hindsight of the year 2200 from the vantage of a humanist American society. Led through the city by some of its planners, he observes its democratical-

ly controlled economy, technology, and social and physical environments.

Discussing planning concepts, they perceive cities and urbanization as historical products of a succession of dominant social classes and the political economies specific to them.

Does anyone in Planners Network land know of a publisher, Left- and planner-friendly, who might want to publish *Noble City*, with the author's financial assistance if necessary? Write Morris at 5600 Munhall Road, Apt. 206, Pittsburgh, PA 15217.

Planners Network in Brazil.

December 4-10 of this year seven PN members will be meeting with progressive planners and urbanists in Brazil to exchange ideas and experiences. Each PNER and a Brazilian counterpart will prepare a paper on a designated topic. Each person is financing their air fare and in Brazil will be hosted by the government of Porto Alegre, where the Workers Party holds power and has initiated a unique experiment with popular participation in budgeting. The group will also make a presentation in Sao Paulo, which is being organized by **Erminia Maricato**, who was a plenary speaker at the PN99 conference. The PNers confirmed to be taking part are: **Tom Angotti, Bill Goldsmith, Jackie Leavitt, Barbara Lynch, Peter Marcuse, and Ken Reardon.**

Walter Thabit reports that plans are being made for a **Planners for Equal Opportunity (PEO) Reunion** in New York City October 15-16 at the Pratt/Manhattan building. For more information, contact Walter at 212-477-3694.

PN STEERING COMMITTEE ELECTIONS

The PN Steering Committee bi-annual elections will be held via mail ballot this fall. Nominations are invited. PN is a volunteer organization and Steering Committee members contribute their time and energies to the conference, publication and other efforts. Nominate yourself or someone else. Send nominations to **Marie Kennedy, Dick Platkin or Gwen Urey**, current SC members who make up the Nominating Committee. See the masthead for phone numbers and email.

Welcome ...

NEW

PLANNERS NETWORK members

Jessica Andors, Ann Bratton, Chris Carrick, Jennifer J. Clark, Elfils Chery, Stacey Cordeiro, Maiko Covington, Ty Depass, Vojislava Filipcevic, Suzanne M. Fontanesi, Deborah Galiga, Jill Hanley, Sharon Hausam, Robert Heifetz, Heather Hillman, Mary Holton, Nicole M. Killenbeck, Sarah Kuhn, Woullard Lett, Guillermo Lopez, Kerry S. Martin, Mark Miller, Kelly Murphy, Bonnie A. Pfeuffer, Tamara Powell, Preservation Alliance of Virginia, Karina Ricks, Leoncio Romero, David Rouge, Gabriela Sandoval, Craig Slatin, Carlos Suarez, Jennifer Tiffany, Walter W. Wisniewski

Thank You

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... and Special Thanks!

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Ann M. Cibulskis, Pierre Clavel, Edward L. Keating, Thomas E. Nutt-Powell

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Transnational and Local Communities: How Mexican Gangs get Made in New York

By Robert Smith

Migration has both local and transnational dimensions. Many of the problems that immigrants face – for example, disruption of family and social life and exploitation at work – are experienced both in their country of origin and their country of residence. And problems that first arise in immigrant communities in the US can migrate back to the country of origin. This is the case with Mexican gangs.

There is a growing problem with *pandillas* (gangs) in towns and villages in the rural Mixteca region of the Mexican state of Puebla, which supplies the majority of Mexican immigrants to New York city. There you can see gang “tags” or graffiti, and increased levels in a variety of social ills, including drug abuse and violence due to inter-gang tensions between locals and returning gang members from the US. These problems and tensions are compounded during the months when migrants return for the feast of their patron saint. In many cases, young migrants and US-born youth return for a month or two, and find themselves in a largely unstructured environment. Moreover, a small but increasing number of US-born youth returns on a medium- or long-term basis. Between 5-10% of the local school population in a village I studied were US-born migrants who returned home.

Roots in New York

The *pandillas* and problems associated with them have their roots in Mexico and the US. In New York, the problem of *pandillerismo* has one root in the strains put on family life and on parent/child relations when both caregivers wind up working long hours. The children suffer because they do not receive adequate attention or guidance after school. This problem is especially pronounced among young men. Unlike their sisters, who usually clean and cook and look after their siblings after school, young men have few obligations placed on them. *Pandillerismo* prospers in this void.

Discrimination is another factor. Mexicans as an immigrant group in New York emerged quite suddenly during the late 1980s and early 1990s. Their numbers more than doubled in the 1990s, to more than 250,000 in 1998, from about 40,000 in 1970 and 100,000 in 1990. The growth in the last ten years has been catalyzed by the 1986 IRCA amnesty program, which has reunited many Mexican fam-

ilies in New York. This sudden public presence of Mexicans engendered a hostile and discriminatory response from other groups, including other immigrant groups. Mexican youth have formed gangs in response to these negative social reactions. An interesting point is that the more recent *pandilleros* in New York seem to be first generation immigrant youth, not the second generation US-born Mexican Americans, who many researchers suggest are the likely candidates for gangs. There are a variety of reasons for this. More migrants are arriving from Mexico City, where they were gang members. They also face discriminatory treatment from other minority groups. The end result is a much larger population of Mexican and Mexican American youth at risk for gang involvement and related problems.

Roots in Mexico

In Mexico, the problem of returned US-born migrant children and gangs has several dimensions. Parents send their children back as teenagers, usually after experiencing problems in the US with their general behavior, in school, or with gangs. In large part, parents send their teens back thinking that they will learn the culture, how to behave and show respect – that is, become more Mexican, develop more ethnic pride, and do better in school as a result. In some instances, these hopes may be realized. But in many cases this scenario is a recipe for disaster. Young males return to the *pueblo* of their memory, where older men have the authority, a tight social structure controls behavior, and everyone is poor and works in agriculture. But this *pueblo* no longer exists.

The young people return to a *pueblo* that is a shadow of

The sudden public presence of Mexicans engendered a hostile and discriminatory response from other groups, including other immigrant groups.

its former self. It has a lop-sided population distribution with many old and many very young people, few working age people, and many more women than men. Most income is not from agriculture but remittances from *el norte*. The returning teenagers don't really know the *pueblo* or feel comfortable there. Sometimes they don't speak the language well. They don't really know their grandparents, and don't respect or fear them as the parents in New York expect they will. The grandparents no longer have the physical strength or moral authority to control their teen grandchildren, and may not even be able to communicate with them. The end result is that parents send their troubled teens into an environment in which the mechanisms of social control are weaker even than they are in New York City. The results are often negative.

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This dubious linkage between urban disorder and immigration is not a new theme in US political history. For example, during the late 19th and early 20th centuries, urban immigration was seen as a threat to the established socio-political order by elites and the emerging middle class. As the United States made the transition from an agricultural to an industrial society, reformers crafted a project to address the contradictions of the Industrial-immigrant City. The rise of urban planning was a central element in this reformist political project. In this context, urban planning and municipal reform were presented as instruments for taming and assimilating the disorderly immigrant masses. These ideological and political assumptions led to a form of community planning that stressed dominant "American" values as a way of homogenizing and assimilating the newly arrived immigrants into the "American way of life." Clearly, this strain of "American Exceptionalism" looked to obliterate the "subversive" immigrant baggage of unionism, ethnic solidarity, and their linkages to progressive political movements. In this context, urban planning was a clear and explicit political project.

Today international economic restructuring and globalization are transforming the U.S. political economy. Moreover, as the US shifts from an industrial to a service economy it has become increasingly clear that large-scale immigration is not a temporary phenomenon. Immigration is a central component of globalization. Because immigration is a structural element of globalization, progressive planners are faced with an important challenge: How do we address the massive transformations in the political economy and the emerging role of immigration without falling into the anti-immigrant trap of earlier urban planning?

Problems with the Assimilationist Model

New forms of analysis are needed to address the issue of immigration. The mainstream conceptual framework used by most planners to analyze immigration was originally formulated during the early 20th century. This dominant framework, used by social scientists and planners, assumed that individuals made the decision to migrate based on rationally calculating costs and benefits. Moreover, it is argued that the long-term outcome of immigration is the social, economic, and political assimilation of newcomers.

This "crisis-driven" assimilationist model clearly stresses the individual migrant's incorporation into the larger political economy. In a word, the process of "Americanization" is the linchpin that traditionally defines immigrant incorporation. Thus, the fundamental "problem" for the government and planners is supposedly to develop a set of strategies and policies to successfully incorporate immigrants into the national social fabric and the larger political economy.

Contemporary globalization undermines the traditional assumptions used to analyze and address the "immigrant problem." New communication and transportation technologies compress time and space and facilitate the easy movement of people worldwide. This spatial integration has been complimented by a set of neo-liberal economic reforms, at the international level, that lubricate the flow of capital, technology, and commodities across national borders. Moreover, as the international economy shifts from a nation-centered system based on barriers and borders to one based on permeability and fluidity, many

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immigrant workers develop the ability to move back and forth between their respective sending and receiving societies. For many people immigration is not a static place-specific phenomenon.

Therefore, a significant number of today's immigrants are able to maintain strong economic, cultural, political, and physical ties to their place of birth.

In short, large numbers of immigrants are simultaneously carrying out their everyday lives in more than one nation at a time. This new phenomenon has clearly brought in to question the traditional notions associated with place-specific immigration. Traditional immigrant issues such as citizenship, political incorporation, and cultural assimilation are being rapidly transformed.

Globalization has brought to the foreground the limits of the immigrant assimilation model. The qualitative and quantitative changes in international migration require us to develop a new conceptual framework and language that will adequately capture the new phenomena. Recently, a small group of academics and activists have begun to think through and develop a new way of looking at immigration. This emerging approach views immigration as a transnational process that goes beyond the traditional geographical confines of the nation. In other words, traditional notions like citizenship, political activity, entrepreneurship, and culture are de-linked from specific places and spaces.

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The New Perspective of *Transnationalism*

As the international economy becomes increasingly globalized, *transnationalism* is emerging as a perspective necessary for understanding the new and dynamic realities of immigration. Traditional notions of assimilation and citizenship must be fundamentally re-thought. Many sending nations, such as the Dominican Republic and Colombia, have instituted dual nationality provisions for their respective diasporic populations. These dual citizens now have the option of engaging in political activities in more than one nation. This new development undermines standard notions of political assimilation and what it means to be an "American" citizen. As Laura Liu argues in this issue of *Planners Network*, many community-based organizations working with immigrants are often forced to straddle the contradictions between naturalization projects and a wide-range of immigrant rights. These tensions will more than likely be refashioned in interesting and dynamic ways as dual nationality provisions are implemented in an increasing number of labor-exporting countries. For example, among Colombians and Dominicans the dual nationality provisions have resulted in increased rates of US naturalization. These supposedly contradictory processes are having interesting consequences. Currently, Colombian and Dominican consular officials are encouraging their respective nationals to apply for US citizenship. The fundamental idea is that via dual citizenship, immigrants will be better positioned to ensure that their political, civic, and economic interests are addressed in both countries.

Transnationalism is undermining traditional notions regarding immigrant enterprises. Historically, immigrant entrepreneurial activity has been viewed as a stepping stone towards economic incorporation and assimilation into the "American" mainstream. These notions are no longer valid (if they ever were). Today, many immigrant enterprises are deeply embedded in a web of transnational networks that condition the "inevitable" process of assimilation. For example, many Dominican, Colombian, and Mexican entrepreneurs in New York City invest their profits in small-scale enterprises and real estate in their countries of origin. In the short term, these investment strategies allow entrepreneurs to strengthen their economic solvency, solidify their social networks, and augment their social status back home. These emerging processes are undermining the place-bound notion of local economic activity. The *transnationalization* of petty commerce, investments, and family-remittances, is reconstituting and linking business activities, labor markets,

and consumption patterns in both receiving and sending societies.

Immigrant Networks

The dense social networks that immigrants maintain and cultivate have also reconstituted everyday cultural practices. As stated earlier, mainstream immigration theory views individual rational-economic calculations as the driving force behind migration. The *transnationalism* perspective rejects the randomness behind this highly individualistic orientation. Instead we argue that, to a significant degree, migration patterns are socially embedded. In other words, individuals don't migrate; networks migrate.

The emphasis on immigrant networks as the point of departure brings to the foreground the notions of culture and ethnic maintenance. This is a clear departure from the assimilationist perspective which downplays the dynamics and processes associated with cultural maintenance. For example, in this issue of *Planners Network* Robert Smith cogently argues that many Mexican immigrants send their children home for extended visits as a strategy of cultural maintenance.

Smith goes on to argue that there is a dark side to *transnationalism*. His fieldwork indicates that the cultural and social dislocations that accompany transmigration are experienced in both sending and receiving societies. In both countries, population movements across borders have increased the levels of street crime and youth gangs, and have diminished traditional notions of social hierarchy and parental respect.

In sum, globalization and its offshoot, *transnationalism*, have fundamentally transformed the contours of immigration. In light of the resurgence of "American" nativism and conservative social movements, it would behoove progressive planners, activists, and academics to systematically address these new realities. By understanding the underlying political, economic, and social dimensions of transnational migration, progressives will be able to develop viable strategies for resisting the conservative onslaught against newcomers. Progressive planners and political activists must creatively engage immigrants on their own terrain and work collaboratively in developing the knowledge base and tools that will facilitate the implementation of social justice and a respect for ethnic and cultural differences.

Arturo Sanchez is a Ph.D. Candidate in City and Regional Planning at Columbia University and a member of the Planners Network Steering Committee.

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Dealing with Gangs

What should be done about this situation? One response by a particular town was to build a larger local jail and put the young returned immigrants in it every time they got drunk or made trouble. Now the inside of the jail is covered with gang graffiti. This response deals only with the immediate symptoms of the problem, and not very well. More constructive action could be taken.

The first step is to recognize that there is a problem and learn its dimensions. Gangs don't manifest themselves in all places, but there is a general pattern of difficulties among returning immigrants. It should be recognized that a majority of the returned immigrants are in town for only two months or less of each year, during the patron saint feast or summer and winter vacations. It should also be recognized that there is a growing minority of medium- and long-term returned immigrants.

Resources and energies should be dedicated to activities oriented towards returned immigrants and youth in the *pueblos*. Many of the traditional customs are religious in character; they are oriented towards and often more strongly embraced by older adults than returned immigrants. In addition to inculcating a love of these traditions, one suggestion would be to organize more structured events oriented to returning youth during the two months of the year when there are significant numbers of returnees visiting the *pueblo*. These structured activities could include basketball, soccer, etc. Activities would be organized along the lines of a summer or winter camp. This would bring things more in line with what the migrant parents in New York imagine and hope for. They see a place where it is safe for their children to return and stay on their own. The home villages could also become to a greater degree a place where return immigrants participate in organized activities and where their attachment to the *pueblo* grows. This might help foster a new Mexican diaspora in New York.

Robert Smith, rsmith@Barnard.columbia.edu, teaches in the Sociology Department at Barnard College and the Institute of Latin American and Iberian Studies at Columbia University.

Organization Report

The National Network for Immigrant and Refugee Rights

by Cathi Tactaquin

The National Network for Immigrant and Refugee Rights is a nationwide alliance of organizations and activists committed to the advancement of human and civil rights for all immigrants and refugees, regardless of immigration status. The National Network emphasizes activism on local and national public policies and issues; community-based and broad public education and awareness-building; local organizing support; coalition building and outreach to diverse movements; and advocacy-oriented research.

Over this next year, we are implementing several exciting campaigns and projects, in addition to our ongoing educational and advocacy activities.

BRIDGE – Building a Race and Immigration Dialogue in the Global Era

BRIDGE is our long-awaited curriculum and dialogue project, supported by an initial grant from the CS Mott Foundation, aimed at addressing the contemporary intersection of race, race relations and immigration in the U.S. through dialogue, curriculum development and training that is framed by an understanding of the functions of globalization.

BRIDGE will create two tools: a model for "dialogues" and a curriculum series for which we will provide training and guidelines for local communities to share views and learn through "workshops" on BRIDGE themes.

The BRIDGE curriculum and dialogue process are designed as tools:

- to help activists from various sectors of the social and economic justice community address varied and complex features of the "immigration issue," especially with regard to concerns of race and race relations;

- to encourage analysis on the limitations of an enforcement approach to immigration policy;

- to promote more active engagement with global economic issues and a human rights framework;

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Contesting Mythic America: Community-based Citizenship Education for Immigrants

By Laura Y. Liu

Community-based organizations have long served immigrant groups in urban areas. They organize around labor issues, deal with domestic violence, and help immigrants negotiate the naturalization process. In many ways, community groups mediate between government and the communities they serve. Local community groups often represent the state to particular groups of immigrants, even as they work towards immigrant rights. Although these groups occupy a position between government and immigrant communities, they are often perceived to be *part of* government. This raises unique problems of organizing strategy for these groups, especially in terms of the potential for politicizing immigrants.

Some community-based organizations provide educational support to immigrants who are permanent residents and want to become naturalized citizens. These immigrants often turn to community groups for assistance, first through English for Speakers of Other Languages (ESOL) courses, then through citizenship classes that teach the required knowledge for the naturalization exam and interviews with INS officials. Having volunteered at a community-based organization in New York City's Chinatown, I believe these classes provide much-needed services to documented immigrants looking to better their situation through naturalization.

Community groups, however, are still heavily constrained by the specific requirements of naturalization and by the legal distinctions between documented and undocumented immigrants. This short piece considers some of these constraints in order to think about better ways to serve the immigrant population in urban areas such as New York City.

Ideal Notions of the US

In many ways, community-based organizations dealing with the naturalization process reinforce ideal notions of the United States as a "safe haven" and a "nation of immigrants" founded on universal ideals of freedom and democracy. The reproduction of these ideals comes largely

from the demands of a federal naturalization policy that requires permanent residents to know a particular version of American history. This history is devoid of any representations of oppressed and dominant groups in the US. For instance, permanent residents are asked to memorize the meanings of the colors of the US flag (red for courage, white for justice, blue for truth) and the famous words of Patrick Henry, "Give me freedom or give me death!" The emphasis rests on colonial history (the Mayflower and Pilgrims, the thirteen original colonies, etc.), touching only briefly on the Civil War and the two World Wars. No knowledge is required about US involvement in the Korean War, the Vietnam War, or any war since. In fact, the required knowledge entirely excludes almost all of twentieth century history, focusing instead on nostalgic accounts of victories.

Candidates for citizenship are required to know about the general structure of federal and state government, but not the structure of the relationship between the US and its former and present colonies. Not surprisingly, the genocide of Native Americans is not part of this "natural-

The process of naturalization is really a nationalistic one based on a white-washed, patriotic history that must be memorized and repeated by green-card holding immigrants.

ization canon," nor the legacies of slavery, the internment of Japanese-Americans during World War II, the Bracero Program of the 1940s, or the many exclusion acts that prevented various groups of Asians from immigrating to the US at different times. It is particularly incongruous that the Asian Exclusion Acts are not discussed in classes involving Asian permanent residents. These are some of the contradictions faced by community groups engaging in citizenship education.

Obviously, we wouldn't want to require so much historical knowledge that the naturalization process becomes more burdensome for permanent residents than it already is. But the required information need not reinforce so heavily the idyllic notion that the US is a land of "life, liberty and the pursuit of happiness." All of this suggests that the process of naturalization is really a nationalistic one based on a white-washed, patriotic history that must be memorized and repeated by green-card holding immigrants.

These "citizenship classes" must inevitably reproduce *some* degree of nationalism in conveying the information required. Therefore, community groups that conduct these

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classes are themselves implicated in constructing "America" and its citizens. A real challenge, then, for community-based groups working around citizenship, is to question and clearly define their own roles in this process. Groups in the not-for-profit sector function like the government in filling social service gaps, and often represent the government to immigrants who use their services. It is no surprise, then, if immigrants do not make clear distinctions between not-for-profit community groups and the formal apparatus of the state. This blurring of roles makes it even more pressing that community groups contest naturalization policy as they educate.

Undocumented Immigrants and New Citizens

Another potential organizing strategy for community-based organizations involves integrating the services offered to permanent residents and those offered to the undocumented (some groups already do this). Of course, structural limitations dictate the necessity of separating the two into distinct groups since they are seen differently by government. But what are the implications for community organizations that refuse to make the distinction in their organizing strategy? By adhering to the "legal" differences between them and failing to talk about the plight of the undocumented with permanent residents, community groups reinforce the categories that separate "insiders" from "outsiders." The supposedly neutral categories

The supposedly neutral categories of "permanent residents," "undocumented immigrants," and "citizens" are laden with nationalistic ideas about what it means to be a political subject and what it means to be excluded from political life. By engaging in the "education" of "new citizens," community groups are uniquely positioned to make linkages between different groups.

of "permanent residents," "undocumented immigrants," and "citizens" are laden with nationalistic ideas about what it means to be a political subject and what it means to be excluded from political life. By engaging in the "education" of "new citizens," community groups are uniquely positioned to make linkages between different groups. Documented and undocumented immigrants are not isolated groups, and many permanent residents taking citizenship classes will find these linkages to be relevant in their own lives.

These connections can also be tied into family ideologies that inform naturalization policy. For example, the Violence Against Women Act (VAWA) of 1994 (reintroduced in Congress in 1998 as the VAWA II, which is still pending) improves the chances for battered and undocumented immigrant women married to US citizens or permanent residents to become permanent residents. Some provisions of the law expired in January of 1998, however, requiring that some women return to their countries of origin to apply for permanent residency. A challenge for community groups is to make the connection between the naturalization policies that affect permanent residents and domestic violence policies that affect undocumented residents.

The work of community-based groups in educating and assisting immigrants through the naturalization process fills a hole left open by local and federal government and is undoubtedly invaluable to the communities of Chinese and other immigrants in urban areas. The contradictions of immigration policy, and therefore of citizenship education, suggest how difficult and necessary this work is.

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to foster strategic thinking and coalition-building with other sectors that share a common vision of social and economic justice.

The BRIDGE project suggests the following basic principles to forge a new direction for "bridge-building" among immigrants and all communities:

Respect for human rights (which include labor, cultural, civil, social, environmental, and economic rights) for all, regardless of immigration status;

A commitment to racial equality and justice; Support for the concept of "equality of mobility," rather than wealth, as key to equity for working people in a globalized economy;

Full and equal access to education, public benefits and other rights guaranteed by the U.S. Constitution, the Universal Declaration of Human Rights and international law, for all immigrants;

A commitment to working in unison on those social, political and economic issues that link immigrants to other sectors, including welfare recipients, low-wage workers, police accountability groups, prison reform groups and communities of color

The BRIDGE "dialogues" are a way to bring 10 to 25 people together for a discussion on the BRIDGE "themes" on globalization, immigration and race. Gathering people from diverse backgrounds in terms of race, ethnicity, experience and interest, the National Network hopes that the BRIDGE dialogues can provide a welcome forum for viewpoints, concerns and questions. These dialogues can, in some cases, be a starting point for building on relations with groups/individuals, or can help to solidify them. Initial dialogues will take place in June and July in Seattle, the San Francisco Bay Area, Los Angeles, Denver, Houston, New York City and Washington, D.C.

The dialogues are also designed to spark interest in the longer-term curriculum, which will include modules on: immigration history; globalization and migration; race, race relations and immigration; economics of immigration; gender and migration; population, immigration and the environment; human and international migrant rights; and current policies and legislation.

National Project on Immigration Enforcement

A National Week of Action Against INS Raids last fall kicked off a national campaign to press for an end to immigration raids in workplaces and neighborhoods. Through activities and nationwide press work, the activity highlighted a national report on raids, which summarizes the results of monitoring and documentation on raids for over a year. Entitled, "Portrait of Injustice: The Impact of Immigration Raids on Families, Workers and Communities," the 72-page

report describes the negative impact of raids on human and civil rights, worker organizing and the stability of families. (It's available from us for \$18.)

During the week of action, organizations in twenty-seven cities held rallies, marches, forums, ecumenical services and media events to help call attention to the raids issues. Press conferences in Washington, D.C. and several other cities spotlighted the report and included testimony from both national institutions and victims of raids in cities around the country. The events linked to the 50th anniversary of the Universal Declaration on Human Rights and expounded on the need to protect the human rights of all workers. Earlier this year, the INS announced that as part of its new immigration enforcement strategy, it would be de-emphasizing immigration raids, which it admitted were not a very effective tactic in addressing undocumented immigration.

The National INS Raids Task Force, organized to share information and coordinate strategy concerning enforcement, brings together about 70 immigrant community organizations, advocates and service providers. This Task Force is now in the process of examining and responding to current immigration enforcement activities, which range from continuing workplace raids, to industry-wide audits of employment documents, and protesting the issuance of Social Security "no match" letters, which had been sent to employers to notify them of discrepancies in worker Social Security numbers; many employers subsequently fired workers who had been so identified. Staff and interns in the National Network office produce materials, coordinate activities, follow-up on reports, conduct research, and maintain communication with Task Force participants, including publication of a periodic bilingual Bulletin/Boletin summarizing raids developments. In addition, the Task Force has produced an Organizers' Kit that has been widely distributed.

The Task Force plans to expand outreach and education, and mobilize public pressure on Congress and the Department of Justice to end the practice of immigration raids. In its report on raids, the Task Force recommended that the INS maintain and make public detailed statistics on the race, ethnicity and citizenship/immigration status of people questioned or detained.

International Migrants' Rights Campaign

In order to raise awareness and build support for international human rights protections for all immigrants, the National Network is bringing together a new alliance as part of a global campaign for migrants rights. The "U.S. Campaign for International Migrants' Rights," will join international partners in a new global effort to bring into force the UN Convention of the Protection of All Migrant Workers and Members of Their Families, which was passed by the UN General Assembly in 1990.

The campaign has been a vehicle to enhance public education about the international context of migration, and to build relations with other organizations working for migrants' rights internationally. The National Network is

Seventh Generation/Continued from Page 1

unions will not see it in their interests to ally -- long term -- with other social forces....

Pure and simple trade unionism cannot adequately respond to the challenges presented to us by global capitalism. It cannot respond to the atomization of workers' lives; it cannot respond to the deterioration of the cities; it cannot respond to the changing face of collective bargaining; it cannot respond to the multinational corporations. Pure and simple trade unionism *may* have responded to some of the realities of early 20th century capitalism, and even here one must raise profound questions, but it is certainly not adequate to the tasks we face entering the 21st century.

Fundamentally, the reason has to do with class. Pure and simple trade unionism is about workers at specific workplaces and the type of unionism which advances their immediate interests. The stage of history in which we find ourselves demands a class-based trade unionism which is contextualized by the international situation....

The conditions exist to reshape trade unionism in such a way that it is class-based and advances the view of labor-community alliances. Living wage campaigns which have been struggled for and won in several cities have been excellent examples of organized labor and community-based organizations coming together. Some developments in occupational health and safety and its relationship to the environment seems to me to be the basis for alliances between organized labor and the environmental movement, particularly the environmental justice movement. And certainly there is the basis for alliances when it comes to what is often referenced as "capital strategies," that is the use of pension fund money for economic development.

We must also realize that "labor/community" is often a euphemism for how to handle the race/ethnic question. In other words, it is sometimes an effort to say that communities of color have been overlooked by organized labor and that there needs to be a bridging of this chasm. While I agree that this has been the case, I will hasten to add that we should address the race/ethnic questions directly and not by implication. Specifically, there is a need for an open alliance between organized labor (which is multi-racial/multi-ethnic) and the socio-political movements of people of color....

As we enter the 21st century, organized labor needs to embrace the socio-political movements of people of color which are fighting for economic and social justice.... Such a uniting of efforts will be the best step toward a significant labor/community alliance.

In sum, then, the labor/community alliance question -- at the general level -- challenges an outdated form of trade unionism. To make it work there needs to be an ideological reshaping of organized labor; a full incorporation of the members of our unions into discussions of the role of the trade union and its relationship to community-based organizations and struggles; and united action around a set of concrete objectives.

At its most specific, the labor-community alliance needs to represent the uniting of efforts of organized labor and the movements of people of color. Such unity can provide the foundation for challenging the dominant economic and political consensus -- often referenced as *neoliberalism* --

MANY THANKS ... to the FANNIE MAE FOUNDATION

The Fannie Mae Foundation has awarded a \$5,000 grant to Planners Network. The grant provided support for housing and community development workshops at the PN 99 Conference in Lowell, Mass.

PN 2000 CONFERENCE IN TORONTO, CANADA

PN Steering Committee member **Barbara Rahder** will coordinate plans for the first-ever PN conference outside the United States. Barbara will work with the growing Toronto PN chapter. For information, contact her at 416-736-5252 or <rahder@yorku.ca>.

Get Involved in APA: Appeal from Norman Krumholz

This is an unabashed appeal for PN members who are also members of the American Planning Association (APA) and/or American Institute of Certified Planners (AICP) to get involved in APA politics, run for office, volunteer for committees and generally try to move the organization in a more progressive direction, closer to PN's objectives.

No doubt some will regard this as quixotic since it seems unlikely that many APA members believe that planning should be used to promote fundamental change in our political and economic systems or that planning should try to eliminate the inequalities in wealth and power in our society. Still, APA is haltingly trying to move in a more progressive direction and will continue to do so if its membership and leadership become more progressive.

More to the point, APA represents over 30,000 professional planners, many of whom work in various capacities inside government. If PN members, vocally participating in APA affairs, could move the culture of the organization in PN's direction, governmental policies and budgets might be reshaped toward progressive goals.

Norman Krumholz is a Planners Network member and President of AICP

and articulate a progressive vision for the transformation of the landscape of the US.

PN 99: LABOR AND COMMUNITY MEET

By Marie Kennedy and Chris Tilly

Who's in the house? Participants at the Planners Network 1999 conference got used to hearing conference co-coordinator Ty DePass calling out this invitation to stand up and be counted. At this first-ever PN meeting on labor and community, held at the University of Massachusetts-Lowell in June, over 230 activists and planners were challenged to be present in the continuing dialogues between labor and community.

DePass, an organizer in Boston's African-American community and recent recipient of a planning degree from the University of Massachusetts-Boston, asked each group to stand — union members, community activists, practicing planners, students, professors, Blacks, Latinos, Asians, and more. The conference theme called for "Bridging the Gap between Labor and Community," and the first step in our weekend-long dialogue on that subject had to be figuring out who was present to talk.

Achieving Diversity

So who was in the house? Young people like Tamara Powell, an African American student in the College of Public and Community Service (CPCS) at UMass-Boston and a member of the Boston Carmen's Union. Older people like Walter Thabit of New York City, the now-retired founder and mainstay of Planners for Equal Opportunity through the 1960s and early 1970s. Bob Heifetz, grizzled veteran of the Bay Area Peace Navy. Carlos Suarez of La Gran Alianza de Queens (a coalition of Latino groups).

Carloads from Toronto and Urbana-Champaign, and visitors from Mexico, Argentina, and Brazil! There were labor people doing community organizing, like Elly Leary of United Auto Workers Local 2324, active in fighting welfare cuts. There were community people doing labor organizing, like Lydia Lowe of Boston's Chinese Progressive Association, which runs a Worker Center serving the Asian community. Many participants had done both community and labor organizing, as in the case of Guillermo Lopez, a laid-off steelworker who now organizes for the Alliance for Building Communities in Allentown, Pennsylvania.

As conference organizers, achieving this kind of diversity was one of our central goals. The resulting mix was excit-

ing, but we have to admit that the hardest sell was getting labor activists to take part. To be sure, we moved beyond "Why the heck should I go to a conference with a bunch of planners?" as one local labor activist growled when we first invited her. The conference featured speakers and workshop presenters from the Service Employees International Union, the International Union of Electrical Workers, the Carpenters and many other unions, including leaders of the Massachusetts and national AFL-CIO. We even reached across borders to include Erminia Maricato, former coordinator of urban policy for Brazil's Workers Party, who was a plenary speaker.

Growing sections of today's U.S. labor movement recognize the importance of making common cause with communities, whether to win Living Wage campaigns, mobilize immigrant workers, or garner strike support. Even so, few labor folks stayed more than one day of the four-day conference. But at least the conference got them "in the house" so we could start our dialogue.

Achieving Participation

A second key goal was to jump-start participation, breaking down boundaries between audience and participants and facilitating multiple modes of communication. The question posed by Ty DePass, "who's in the house?" challenged everybody in the room to move and respond. Jorge Diaz, director of Agitarte, a local youth hip-hop group, also helped break the ice by leading a theater workshop that put us to work acting out the conference theme. "Cultural Tools" workshops got people thinking about labor and community through poetry, song, theater, and painting. Even in the plenary sessions, speakers sat in easy chairs onstage, with two empty chairs inviting audience members to come up and join the discussion for a while. And we pressed workshop organizers to build in participation from the start.

Again, results were mixed. Participants were enthusiastic about the Agitarte and Cultural Tools activities. Some of

the results were impressive, particularly the huge paint-on-cardboard images protesting welfare cuts and denouncing a proposed stadium that would wipe out a Newark, New Jersey neighborhood (created in the "Making Your Issue Visible" workshop led by Los

Angeles artist/planner Judy Branfman). Community tours led by organizers gave people a "hands-on" look at the area. The labor history tour of Nashua, New Hampshire was co-led by a labor historian, a retired firefighter, and a fired air traffic controller!

The onstage easy chairs at times facilitated lively dialogue, but also invited some audience members to make

A key goal was to jump-start participation, breaking down boundaries between audience and participants.

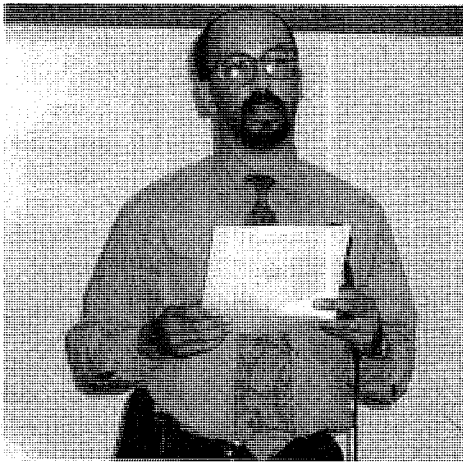
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PN 99: LABOR AND COMMUNITY MEET/Continued from Page 11

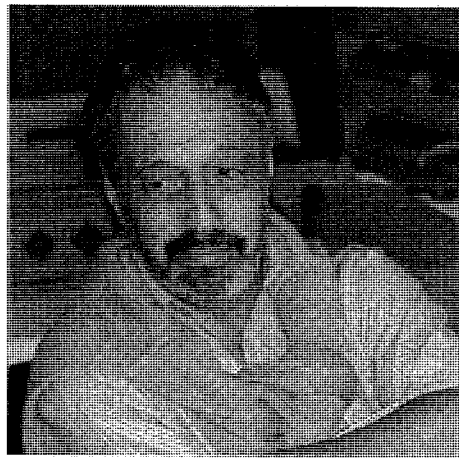
seemingly unconnected mini-speeches. Workshop leaders who were already conversant with participatory techniques, such as Susan Winning of the Boston-based Women's Institute for Leadership Development, quickly got participants engaged and talking, but too many workshops slipped into the familiar "talking heads" routine. Nonetheless, the conference was more participatory than any that either of us has experienced.

Bridging the Gap

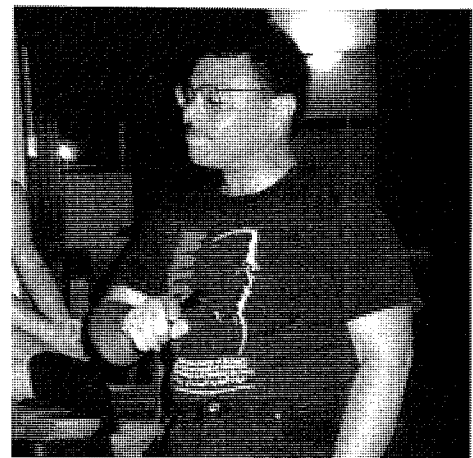
The third and most fundamental goal of the conference was to actually contribute to bridging the gap between labor and community. It was an important step forward simply to get a mix of both groups "in the house" together. In their evaluations of the conference, participants made positive comments about "meeting people ... getting to know people ... folks were accessible and approachable ... nice sense of community ... opened my mind to the opinions of other viewpoints."



Bill Fletcher, Jr.



Chester Hartman



Ty DePass

The conference program definitely raised consciousness about the connections between labor and community issues, and spread the word about successful alliances, from a joint union-community machinist training program in Lynn, Massachusetts to efforts across the country to set job quality and environmental standards for companies that receive public aid. "I really enjoyed this year's conference," one planning professor commented, "although I was wondering if I would understand much since I am not a union member, nor do I work with unions in my community work...." She concluded, "Unions folks ain't so bad after all, and I heard a few of them saying the same thing about those confounded planners."

The good feelings didn't mean controversy was absent. In the final plenary, Paul Filson, a Pennsylvania official of the Union of Needletrades, Industrial, and Textile Employees (UNITE), voiced skepticism about the prospects for labor-community cooperation, saying "My dream is that just once my members would actually ask me to do something for the community." Libardo Rueda, an immigrant from Colombia and recent graduate of UMass-Boston's CPCS, said that based on the U.S. labor movement's weak track record of international and even local solidarity, "I can't see that unions have anything to offer us." One unionist complained that "some sessions I was in did seem to bash unions a little too much." On the other hand, some too-hot-to-handle questions never made it to the conference floor. We tried to organize a discussion about the problems that community development groups have paying union wages and their use of non-union labor to build and rehabilitate housing. Labor and community groups decided the issue was overly explosive. However, many of the key groups in the Boston area have indicated a strong interest in beginning private discussions on the topic this coming fall.

The plenary session on the relations between building trades unions and communities in the Boston area illustrated the main strengths and weaknesses in the four days of discussion. Featured speakers were Mark Erlich of the New England Joint Council of Carpenters, Priscilla Golding of Women in the Building Trades, and Chuck Turner, initiator of a series of efforts to gain access to construction jobs for people of color. None was a big name, but all have been toiling for decades to move the building trades in a progressive direction, and they have a long history of discussion among each other. They didn't pull any punches. For example, Turner declared bluntly that "The construction unions still exclude people of color." Once the speakers set the example, audience members jumped in to join a productive, wide-ranging dialogue. The combination of long-standing relationships among labor and community actors (rather than "instant coalitions"), a (more or less)

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Giving your Campaign a Visible Presence

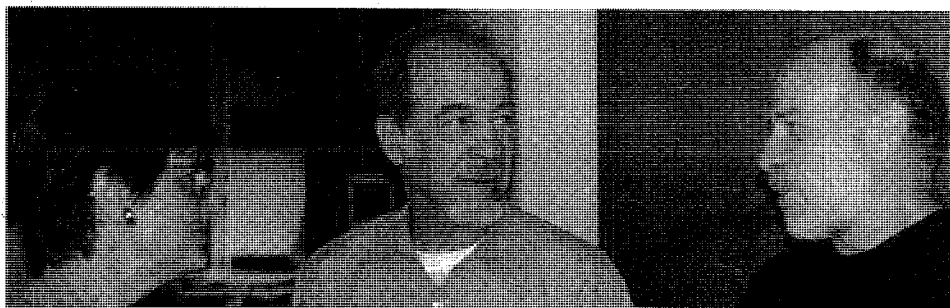


Popular Theater Techniques for Unveiling Power Relations

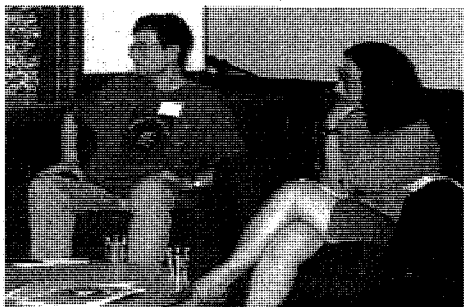
shared broader vision of social change, and a focus on concrete goals (such as the Boston Residents Jobs Ordinance, which guaranteed shares of publicly financed jobs for Boston residents, people of color, and women) were hallmarks of the most successful labor-community collaborations discussed at the conference.

But taking a step back, the limitations of the discussion were also evident. The speakers dodged a question about the clash between the construction unions' desire for jobs and community concerns about sustainable development and community preservation — a critical issue in cities like Boston where a hot economy is fueling megadevelopments. We were not able to move the strategy discussion forward to next steps. And some of the most powerful players — the mainstream leadership of the building trades, and the growing number of nonunion contractors (including those of color) — simply were not in the room. Bottom line, though, this plenary and the conference as a whole did a lot to strengthen and publicize existing labor-community connections, and create new ones.

Fortunately, the end of the conference doesn't mean the end of the discussion. Conference participants have used the conference email list to stay in touch. The conference also sparked new, ongoing conversations among local activists, particularly in the Boston area. Thirty conference participants joined or re-joined PN, connecting them to ongoing dialogue in the newsletter, local forums, and future conferences. In next year's PN conference in Toronto, maybe there will be a few more labor activists "in the house" to take the discussion to the next level.



Linda Davidoff, Walter Thabit and Tom Angotti



Chris Tilly and Gilda Haas

Marie Kennedy is Co-chair of the PN Steering Committee and directs the Center for Community Planning at the College of Public and Community Service, University of Massachusetts, Boston. Chris Tilly is a labor economist in the Department of Regional Economic & Social Development at the University of Massachusetts, Lowell, and in the editorial collective of Dollars and Sense magazine.

Resources

Jobs

CALIFORNIA

Community Health Partnership seeks a **Health Educator**. Bilingual (Spanish or Vietnamese/English) preferred. Requires experience in development, presentation, and evaluation of health education curriculum and materials; and organizing events. MPH, nonprofit, and women's health experience preferred. Salary is \$2-\$3K/month with excellent benefits. Located in San Jose. Fax cover letter, resume, and writing sample to: CHPSCC at 408-289-9908.

GreenInfo Network seeks a **Program Coordinator**. Coordinate and manage GIS hardware/software granting program and conduct basic level GIS projects. Must have experience in non-profits, GIS, Excel, databases and Word; entry-level ArcView skills, strength in cartography and data analysis with applied GIS project work also required. Salary is low/mid-30s DOE. Email (preferred) <larry@greeninfo.org> by (subject: "CTSP Coordinator application — your name") with summary of experience and statement of why you're a great candidate for this position or send resume and cover letter to: GreenInfo Network, Attn Larry Orman, 201 Mission Street, 4th Floor, San Francisco, CA 94105.

The Fair Housing Congress of Southern California is looking for an **Education and Outreach Coordinator**. Implement outreach plans for the City and County of Los Angeles. Develop literature, publish a newsletter, maintain a calendar of events, maintain a web site, and coordinate education and outreach activities of the Congress and the fair housing councils in L.A. Bilingual/bicultural in Spanish, Mandarin, or Korean a plus. Must have degree. Salary: \$25-30K. Send or fax resume and cover letter to Randolph T. Boyle, Executive Director, Fair Housing Congress of Southern California, 3600 Wilshire Blvd., Suite 426, Los Angeles, CA 90010; or Fax 213-365-7187.

Urban Insight is looking for a **Project Manager/Web Developer**. Urban Insight provides web development services to the planning industries. Must have two years of experience developing websites and web applications and a Bachelor's degree. Salary is \$35-\$50K DOE. Send resume and cover letter (text only) to Chris Steins <steins@urbaninsight.com>. Please include a list of the sites you have worked on or developed.

The Center for Third World Organizing, the nation's premier training center for organizers of color, is seeking a dynamic, visionary indi-

vidual to be their new **Executive Director**. They are a 20-year-old multi-racial organization on the cutting edge of social justice work in the U.S. Qualifications are strong background in organizational and fund development, community and labor organizing, nonprofit management, experience fighting for racial and economic justice on a national level, superior verbal and written communication skills. Send inquiries to Search Committee, CTWO, 1218 E. 21st St., Oakland, CA 94606.

Sacramento Housing Alliance seeks an **Executive Director** for organization and affordable housing campaign. Fundraising, coordinating advocacy, tracking policy, publishing newsletter, assisting homeless committee, supervising volunteers. Salary is \$30-40K. Send resume and cover letter to Sacramento Housing Alliance at <hn2650@handsnet.org> (preferred method) or call 916-442-1198.

Los Angeles Community Design Center seeks a **Community Development Director** to manage divisional operations and supervise resident services and community outreach staff. Must have degree in Social Work, Psychology, Community Development, planning or related field and 5-7 years related work experience including 2-3 years of supervisory experience. Salary is \$50-60K DOE. Graduate degree in a related field can be substituted for 2 years experience. Mail or Fax resume to Executive Director LACDC, 315 W. 9th Street, Suite 410, Los Angeles, CA 90015; or Fax 213-627-6407.

Japanese Community Youth Council is looking for a **Program Director** as part of the Mayor's Youth Employment & Education Program (MYEEP), a collaboration of 12 community based organizations. Director will manage the implementation of a city wide, after school youth employment program for low-income youth. Requires prior experience in program management, knowledge of employment field, excellent organizational skills, and computer literate. Salary is 33K-36K. Send resume and cover letter to Tina Sexton, MYEEP Director Search, Japanese Community Youth Council, 1596 Post Street, San Francisco, CA 94109 or fax to 415-563-7109.

Northern California Community Loan Fund is looking for a **Development Director**. Loan fund seeks dynamic professional to raise new loan capital and \$500,000 op. Budget. Must have successful experience in planning and implementing campaigns to individual donors/investors, foundation, bank, and corporate grants. Write and coordinate production of annual report, newsletter, occasional special events, manage donor database. Send resume and letter to NCCLF, Attn: DD Search, 870 Market St., #677, San Francisco, CA 94102. EOE.

The San Francisco Partnership is seeking a **Business Assistance Manager**. Work directly with local business leaders and policy makers to further SF's economic development goals. Responsibilities include providing professional and technical assistance, providing support in partnership cultivation, research and presentations, and developing project management systems. BA/BS degree and 4 years business experience. Send resume and cover letter to Michael Smith, The San Francisco Partnership, 303 Sacramento Street, 2nd Floor, San Francisco, CA 94111; or Fax 415-982-6733; or <smith@sfp.org>.

The Congress for the New Urbanism (CNU) is looking for a **Membership and Resource Coordinator**. Responsibilities include obtaining, reviewing and categorizing articles, books, web sites and other information about New Urbanism and maintaining website. Must have bachelor's degree and an interest in planning, development or environmental issues. Also, a **Project and Task Force Coordinator**. to coordinate CNU's ongoing projects. Manage CNU's task forces, help organize the annual Congress, coordinate CNU's awards programs, research and prepare new publications, and assist with office administration. Must have a bachelor's degree and two years work experience. Send resumes to The Congress for the New Urbanism, 5 Third Street, Suite 500A, San Francisco, CA 94103; or call 415-495-2255; or <cnuinfo@cnu.org>.

COLORADO

The COPIRG is seeking a **Land Use Advocate** for their Stop the Sprawl Campaign. Advocate for local land use plans that limit the extent of development, strengthen land use planning laws, expand public ownership of key parcels of open space, and stop existing taxpayer subsidies for sprawl. Must have BA or BS, previous advocacy experience, and ability to debate and speak persuasively in a charged atmosphere. Salary is \$18-35K DOE. Send letter and resume to Amy Perry, State PIRGs Hiring Director, 29 Temple Place, Boston, MA 02111; or Fax 617-292-8057; Phone 617-292-4800; or <jobs@pirg.org>; or visit <www.pirg.org> for more info.

GEORGIA

The Atlanta Urban League is looking for a **President/CEO**. Serve as chief administrator and provide leadership to the organization, guide the activities driving growth, funding, planning, administering and act as principal spokesperson. Ten years experience in planning, management, program and resource development, with B.A. degree in related disciplines. Salary is \$100K. Send resume to Brian Lacey, c/o Atlanta Urban League, Popeyes Chicken & Biscuits, 5555 Glenridge Connector, Suite 300, Atlanta, Ga. 30342; or <blacey@afce.com>; or Fax 404-459-4539.

ILLINOIS

Hostelling International is looking for a **Director of Development and Community**

Relations. The Director will play a key role in implementing the new, ambitious vision for hostelling in Chicago and building the organizational infrastructure. Must have 5 years of experience in a comparable position and a Master's Degree in related field or equivalent experience. Send resume and cover letter to Demetria Robinson, Hostelling International, 733 15th Street, N.W., Suite 840, Washington, DC 20005.

MARYLAND

The Development Training Institute seeks an **Administrative Officer**. Responsible for coordinating daily administrative activities to support implementation of various programs. Manage several responsibilities with guidance from the Program Director. Salary is \$24-30K. Submit a resume w/letter briefly describing 3 job-related accomplishments, up to 3 page writing sample, and 3 references to: Denise M. Rothman, Ph.D., The Development Training Institute, 2510 St. Paul Street, Baltimore, MD 21218.

MINNESOTA

The Clean Water Action Alliance of Minnesota is looking for a **Program Organizer**. Knowledge of environmental and/or agriculture policy issues is strongly preferred as is publication experience. Experience working with the public and with government on environmental policy issues. B.S./B.A. or greater in a field related to the work of the position is desirable. Salary is \$20-30K. Send resume to CWAA, Dept. Q, 326 Hennepin Ave E. Minneapolis, MN 55414; or Fax 612-623-3353; or <mzellar@cleanwater.org>.

MONTANA

Montana Peoples Action is looking for **Community Organizers**. Positions available in Bozeman, Billings, and Missoula. Community outreach, door-to-door, event planning, recruitment of new members. Must have understanding of the issues faced by welfare recipients, seniors, families of all types, and Native Americans. Salary starts at \$300 per week. Must have a reliable vehicle to travel in and out of state. Send a letter of interest to Derek Birnie, Montana Peoples Action, 208 E. Main Missoula, MT 59802.

NEW JERSEY

Affordable Housing Network of NJ is looking for a **Community Economic Development Specialist**. Responsibilities include providing direct assistance to CBOs engaged in a range of economic development activities. Must have seven plus years of experience in economic development, commercial real estate development, and/or workforce development; experience providing training and/or technical assistance to CBOs; and a Master's degree in business, urban planning or related field, or equivalent experience. Send resume and cover letter to Diane Sterner, Affordable Housing Network of NJ, PO Box 1746, Trenton, NJ 08607.

Neighborhood Housing Services of Camden,

Inc. seeks an **Executive Director** to develop, expand and manage its lending services and housing production programs in the entire City of Camden. Seeking a candidate with the expertise and skills to leverage other community resources and involve businesses, community residents and government, in the formation of partnerships that lead to building a strong niche in home ownership and lending services. Must have degree and proven experience. Salary starting at \$42K DOE. Send resume to Search Committee, L. Warren Sykes, 309 Market Street, Camden, N.J. 08101.

NEW YORK

Project Vote is seeking a full-time **Administrative Assistant/Researcher**. The national office in Brooklyn seeks a detail-oriented, organized individual to perform various fundraising and research duties. This is an exciting opportunity to be a part of social change while learning the fundamentals of non-profit fundraising and working to organize and empower low-to-moderate income people. Salary in the mid-teens. Fax a resume, cover letter, and a writing sample to Joanne B. Wright, Deputy Director, at 718-246-7939; or mail to Project Vote, 88 Third Ave., Third Fl., Brooklyn, New York, 11217. For more info call 718-246-7929; or <vrdenat@igc.org>.

City Limits magazine seeks a **Senior Editor** to cover the politics, policies and players that affect NYC's low-income and minority neighborhoods. The editor will work on all aspects of producing City Limits magazine and weekly fax bulletin. Must have 2-3 years of editing and writing experience and enjoy working in an aggressive, deadline-oriented environment. Responsibilities include reporting, writing and editing breaking news stories, longer features, and investigative articles. Knowledge of foreign languages, marketing, and/or graphic design a plus. Salary \$28-\$32K. Send cover letter, resume and clips to Alyssa Katz, City Limits, 120 Wall Street, 20th Floor, NY, NY 10005.

The Edna McConnell Clark Foundation is seeking candidates for the position of **Special Projects Manager**. The Manager will work on a variety of tasks that support the development of a new approach to grantmaking at the Foundation. This approach will focus on the Foundation's work in youth development and community development. Bachelor's degree required, master's degree preferred. Salary range is low 60s to mid 70s, DOE. Excellent benefits package. Mail or fax resume with cover letter and two-page writing sample to The Edna McConnell Clark Foundation, 250 Park Avenue, New York, NY 10177-0026; Fax: 212-986-4558.

Teachers for Tomorrow (TFT) is looking for **Teachers**. TFT grants one-year Fellowships in urban public school teaching to college graduates of all ages who are pursuing careers in public education and are committed to the improvement of urban public schools. Successful participants will be offered full-time positions following the completion of the Fellowship year and must make a three-year

commitment to teach in NYC public schools. Fellows receive a \$15,000 stipend for the ten-month program. Regular teaching positions are at a salary of \$30,000 with full benefits. Please call or email for an application at <tft@interport.net>; 212-808-6549. TFT is also looking for an **Assistant Director**. The primary focus will be on organization-building. Work closely with BOD and Founding Director on fundraising, marketing, public relations, partnership-building and strategic planning. Must have Masters degree or equivalent work experience as well as experience in fundraising, marketing, public relations, education, and budget management. Send resume, a detailed letter of interest describing relevant skills and experience, salary history, and three references to: Katharine Stevens, Executive Director, TFT, 230 Park Avenue, Suite 1000, New York, NY 10169. For more info call 212-808-6549.

The Working Families Party is looking for **Political Organizers**. WFP is an independent, multiracial progressive political party working through elections and legislative campaigns to advance the work of community organizations and labor unions. The WFP is seeking committed staff persons to organize local grassroots political organizations in low- and moderate-income neighborhoods. Call Bill at 718-222-3796.

Cypress Hills Local Development Corporation is looking for a **Community Organizing Director**. Focus on improving the quality of education and school facilities in Cypress Hills. Must have a MS in Social Work, 2 years community organizing experience, bilingual (English-Spanish) ability, and work evenings and weekends. Salary is low to mid \$30s. Send resume and cover letter to Megan Chambers, Cypress Hills LDC, 3214 Fulton Street, Brooklyn, NY 11208; or Fax 718-647-2104.

Brooklyn nonprofit seeks **Housing Counselor** with prior experience with tenant and homeowner assistance. Responsibilities include one-on-one counseling, and organizing workshops and tenant and block associations. Knowledge of SCRIE and DHCR regulations, computer literacy (Corel, Word Perfect, Access, Page Maker) and experience required. Bilingual (Russian/English) a plus. Some evening work required. Salary low-mid \$20s plus benefits. Send resume to MDC, 1416 Avenue M, 6th Floor, Brooklyn, NY 11230; or Fax 718-382-6453.

Assembly Member Richard Gottfried is looking for an **Administrative Assistant**. Responsibilities include: scheduling, database management, answering phones, filing, faxing, reception, web site maintenance, some correspondence. Knowledge of Microsoft Word and Access are essential. Full benefits. Send resume with cover letter and salary history to Wendy Paster, Executive Assistant, Assembly Member Richard Gottfried's Office, 270 Broadway, #1516, NY, NY 10007; or Fax 212-312-1494.

Resources

Continued

Nonprofit Facilities Fund seeks a **Senior Associate** for Financial Services. A 19-year-old nonprofit community development financial institution with a \$20 million loan fund for nonprofit organizations seeks a lender. Duties include credit analysis, written and oral presentations, closing loans, monitoring the portfolio, and special projects. Ideal candidate would have 2-4 years credit experience and strong interest in the nonprofit sector. Send or fax resume and cover letter to Norah McVeigh, Nonprofit Facilities Fund, 70 West 36th Street, 11th Floor, New York, NY 10018; or Fax 212-268-8653.

The Training Institute for Careers in Organizing (TICO), New York City's organizing center, seeks **Outreach Coordinator** to recruit organizers and develop TICO as a resource for city CBOs. Qualifications: prior organizing experience, familiarity with CUNY/SUNY and or NYC's CBOs; Spanish proficiency preferred. Salary DOE. Send letter/resume immediately to TICO, fax 718-733-6922, email <tico@ticol.org>.

The Primary Care Development Corporation is looking for a **Project Development and Finance Officer**. PCDC provides financing and technical assistance for primary health care facilities serving medically underserved communities. The Officer is responsible for guiding projects from conception to the completion of construction and permanent loan closing. Must have knowledge of the real estate development and financing process and the ability to build and sustain effective relationships with clients. Compensation commensurate with experience. Send resume to Director of Project Development, PCDC, 291 Broadway, 17th Fl., New York 10007; or <lawson@pcdcnyc.org>.

Greyston Mandala is seeking a **Director of PathMaker Services**. Greyston is an innovative Buddhist-inspired community development organization that serves economically disenfranchised families and individuals through housing, jobs and job training, supportive services, child care, and HIV-related health care. Send resume and salary history to Steven Schall, Vice President for Programs, Greyston Foundation, 21 Park Avenue, Yonkers, NY 10703; or Fax 914-376-1333; or <steve@greyston.org>.

New Settlement, a nonprofit housing service and community action organization seeks a **Social Worker/Community Organizer** with a passion for social justice to work with an established parent-led group working towards educational reform. Must have two years of proven organizing skills including outreach, research, campaign development, group facilitation, and writing skills. Evening and weekend hours. MSW or BA preferred, as is bilingual English/Spanish. Send resume and cover

letter to Megan Nolan, Community Organizer Search, New Settlement Apartments, 1512 Townsend Avenue, Bronx, New York, 10452; or Fax 718-294-4085.

WEP Workers Together! is seeking a senior **Workfare Worker Organizer**. WWT! is a membership organization of participants in New York City's workfare program developing organizing approaches to the problem of workfare. WWT! is sponsored by the Fifth Avenue Committee. Lead the organizing team, build membership, develop and train leadership, and work on job-creation campaigns. Must have 3 years labor or community organizing experience. English/Spanish a plus. Salary based on experience. Send resume and cover letter to Director of Organizing, Fifth Avenue Committee, 141 5th Avenue, Brooklyn, NY 11217; Phone 718-857-2990; Fax: 718-857-4322.

VIRGINIA

Ashoka is looking for an **Africa Regional Director**. Develop and implement overall regional program strategy, operations, and budget. Plan and carry out new initiatives and program expansion in Africa. Negotiate and monitor annual performance agreements and country budgets. Must have 5 years related work history, international experience, preferably in Africa, proficiency in other language(s) a plus. Send resume to Ashoka, 1700 North Moore St., Suite 1920, Arlington, VA 22209; or Fax 703-527-8383; or <yzaidman@ashoka.org>.

WASHINGTON D.C.

The U.S. PIRG is looking for an **Environmental Advocate** to fight sprawl, strengthen public funding and ownership of open spaces, end taxpayer subsidies to sprawling developments, and strengthen land use planning. Responsibilities include research, public education, direct advocacy, grassroots organizing, and fundraising. Must have BA or BS, advocacy experience, and ability to debate and speak persuasively in a charged atmosphere. Salary is \$20-35K DOE. Send letter and resume to Amy Perry, State PIRGs Hiring Director, 29 Temple Place, Boston, MA 02111; or fax 617-292-8057; Phone 617-292-4800; or <jobs@pirg.org>; or visit <www.pirg.org> for more info.

Habitat for Humanity International is searching for a **Director of Urban Programs**. Must have a bachelor's degree and at least 5 years experience in housing and community development. Knowledge of international urban issues preferred. Salary range is \$41-49K. Please send resumes to HFHI, 322 W. Lamar Street, Americus, GA 31709; or <hrstaffing@@habitat.org>.

The Drug Policy Foundation seeks an **Executive Director**, an experienced executive to develop new initiatives, administer existing programs and \$2.7 mil. budget. Proven ability to deal with media, manage staff, expand program and raise funds. This educational organization promotes alternatives to current drug policies, focusing on public health, education

and civil liberties. Send letter, resume and salary history to: ED Search, Drug Policy Foundation, 4455 Connecticut Ave. NW, #B-500, Washington, DC 20008-2328.

WASHINGTON

Northwest Federation of Community Organizations is looking for a **Policy Director**. Responsible for issue policy coordination, development and research for the four-state region. NWFCO's main issue areas include: health care, income security and living wages, community reinvestment by banks, and non-discrimination in access to public services. Must have 5 years of organizing/advocacy experience on progressive issues, lobbying experience, ability to analyze political trends, flexible hours and travel required, J.D. degree a plus. Send resume and cover letter to LeeAnn Hall, Northwest Federation of Community Organizations, 100 S King St., #240, Seattle, WA 98104.

EVENTS

August 6, 1999: Metropolitan Planning Council of Chicago's Summer Roundtable Series "A Regional Rental Market Analysis." Contact 312-922-5616 for more info and for reservations.

August 16-30, 1999: Women, Community & Development in India. Reality Tours is providing a hands-on, interactive opportunity to explore some of the crucial issues facing women in India. Visit grassroots organizations, women's groups, activists, ashrams, villages, and palaces in both rural and urban settings. For more info contact Susan at 800-497-1994.

August 25-27, 1999: "Deepening Our Understanding and Practice" a conference on participatory development and beyond in Ottawa, Canada. Inquiries: Email <pdconference99@caidc.ca>; Website <www.caidc.ca>.

September 17-20, 1999: International Society of City and Regional Planners, 35th Congress in Gelsenkirchen, Germany. The Future of Industrial Regions - Regional strategies and local action towards sustainability. For more info Phone: (31) 70-346 26 54; Fax: (31) 70-361 79 09; Email: <isocarp@bart.nl>; Website: <www.soc.titech.ac.jp/isocarp>.

October 31- November 2, 1999: 20th Annual Affordable Housing and Community Development Conference in Albany, New York. For more information contact the New York Rural Housing Coalition, Inc., 879 Madison Avenue, Albany, NY 12208; 518-458-8696; <www.ruralhousing.org>.

November 1-2, 1999: Networks For People, a free forum by the National Telecommunications and Information Administration to discuss the connections of people, information technology, and services transforming American life will be at the Key Bridge Marriott in Arlington, Virginia. For

more info visit <www.ntia.doc.gov> or call 202-482-2048.

November 11-14, 1999: The Association for Women in Development presents the 8th International Forum "Leading Solutions for Equality and Justice" to be held in Alexandria, Virginia. For more info <www.awid.org> or <awid.info@reply.net>.

November 18-21, 1999: Eighth Biennial Conference on Planning History in Washington, DC. The conference is on all aspects of the history of urban, regional, or community planning. For more info: Prof. Christopher Silver, Department of Urban and Regional Planning, University of Illinois at Urbana-Champaign; 111 Temple Buell Hall; Urbana, IL 61280. Phone 217-333-4555; Email <silver@uiuc.edu>.

PUBLICATIONS AND VIDEOS

Black & White in Exile is a series of six half-hour documentaries from the PBS Television series by Ray Blanco. Deals with issues of immigration, foreign policy, identity and race. For information and to order: Edge Video, PO Box 430, Fanwood, NJ 07023; 908-769-3250; Fax: 908-769-3252; CEETV@AOL.COM; WWW.CEETV.COM.

Double Exposure: Poverty and Race in America is edited by Chester Hartman and collects the best articles and symposia from the bimonthly publication *Poverty and Race*. Includes contributions by Rep. Maxine Waters, Manning Marable, Paul Ong, Sen. Bill Bradley and many others. Contact the Poverty and Race Research Action Council at 1711 Connecticut Avenue, NW, Suite 207, Washington, D.C. 20009; or 202-387-9887; or <info@prrac.org>.

Homes and Hands: Community Land Trusts in Action is a new video that was produced by Women's Educational Media in collaboration with the Institute for Community Economics. This documentary features the compelling stories of three CLTs which used innovative approaches to establish community revitalization and permanent affordable housing. For more info contact ICE at 413-746-8660.

Unfinished Business: Increases in African-American Home Buying and Continuing Residential Segregation in the Chicago Region by Daniel Immergluck, is a 28 page publication available from the Woodstock Institute, 407 S. Dearborn, Chicago, IL 60605; or 312-427-8070; or <woodstck@wwa.com>.

Nonprofits and Government: Collaboration and Conflict is a new book from the Urban Press Institute. This book, edited by Elizabeth Boris and C. Eugene Steuerle, provides an in-depth overview of the this relationship: tax

treatment, financing, public policy and international dimensions. Contact the Urban Institute at 202-261-5744 or <Gpops@ui.urban.org>.

The National Low Income Housing Coalition has released **1999 Advocate's Resource Guide**. This guide consists of chapters on every major housing program with analysis of trends over the past 20 years and a resource directory with contact information. It is free at the NLIHC website <www.nlihc.org/advocates> and the print version is available for a fee, call 202-662-1530.

The Grassroots Fundraising Journal, published by Kim Klein and Stephanie Roth, is a bimonthly publication available from Chardon Press, P.O. Box 11607, Berkeley, CA 94712; or 510-596-8160; or <chardon@chardonpress.com>.

Housing and Battered Women: Using Housing Vouchers to Assist Battered Women Move from Welfare to Work is an 11 page paper by Robin Hammeal-Urban. Contact the author at Gtr. Hartford Legal Asst., 80 Jefferson Street, Hartford, CT 06160; or 860-541-5000; or <ghla@ghla.org>.

The Puerto Rican Legal Defense and Education Fund recently testified before the New York State Assembly on **the impact of welfare reform on the Latino community**. If you would like a copy of the testimony or if you would like to exchange information on legislation, programs, research or any other aspects on welfare reform in the Latino community, contact PRLDEF at 99 Hudson Street, New York, NY 10013; or 212-219-3360.

WEBSITES AND ELECTRONIC SERVICES

Team Tech New York and the United Way of NYC have produced **Web Resources for Nonprofits**. This guide provides information about free or low-cost web opportunities for nonprofits. It is available at <www.uwnyc.org/webguide.htm>. For a paper copy contact A. Altmueller at 212-251-2507 or <Aaltmuelle@uwnyc.org>.

Inner City Press/Community on the Move, a non-profit based in the South Bronx of New York City, has a web site that covers community reinvestment (which requires banks to lend in poor and moderate-income communities, including inner cities), environmental justice, insurance and telecommunications redlining, housing and urban homesteading, etc. Check it out at <www.innercitypress.org>.

CALLS FOR PAPERS

The Berkeley Planning Journal is seeking scholarly articles for its upcoming volume. Original research papers, timely book reviews, or discussions of current debates, literature, and theory will be considered. The editorial committee will accept papers on any topic of interest to planning as well as papers for the following themes: Roles of Regions in the 21st Century. This edition seeks to explore the renewed interest in regions. Papers accepted until October 1, 1999. Send papers to Editors, Berkeley Planning Journal, Department of City and Regional Planning, Wurster Hall, Room 228, University of California at Berkeley, Berkeley, CA 94720; <bpjournal@uclink4.berkeley.edu>; <www-dcrp.ced.berkeley.edu/bpj/>.

Papers and exhibits are invited for the **International Making Cities Livable Conference**, to be held in Vienna July 4-8, 2000, on the following topics: Design of Public Urban Places, Architecture and City Identity, Strategies for Sustainable City & Regional Development, New Mixed Use & Infill Projects, Combating Urban Sprawl, Reviving the Neighborhood, Values in Architectural Design & Education, Appropriate New Urban Development, Designing for Children & Families, Making Streets Liveable, Ecological Transportation Planning, Community Participation in City Making, Community Events & Festivals, Public Art & Memorials, and The Virtual City & the Real City. Submit a 150-200 word paper abstract or exhibit proposal to: Suzanne H. Crowhurst Lennard, Ph.D. (Arch.), IMCL Conferences, PO Box 7586, Carmel, CA 93921; Fax: 831-624-5126. Deadline has been extended to October 14, 1999.

PLANNERS NETWORK ON THE WEB

<http://www.plannersnetwork.org>

To subscribe to the Planners Network email listserv, send an email message to:

pn-net-request@pratt.edu

with the body blank and the subject:

subscribe your-email-address

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Tactaquin/Continued from Page 9

already associated with other international efforts, including the Mexico/U.S. Advocates Network, which helps to raise awareness and bring an advocacy voice to intergovernmental discussions on migration policy; and the International Migrants Rights Watch Committee, headquartered in Geneva, which brings together representatives from different global regions to promote migrants' rights internationally.

The campaign will be designed to generate support from a broad cross-section of the U.S. immigrant community and general society, including public officials, and will establish a strong media presence. Although the U.S. is unlikely to ratify the UN convention, a multi-year strategy will help to raise public awareness about the need for international standards of rights for migrants, and will maintain pressure on the U.S. to consider ratification.

Cathi Tactaquin is Executive Director of the National Network for Immigrant and Refugee Rights: 310 8th St., #310, Oakland, CA 94607, 510/465-1985, nnirr@igc.org.

Reprinted with permission from the July/August issue of Poverty & Race, publication of the Poverty & Race Research Action Council, whose new address is 3000 Connecticut Avenue NW, Suite 200, Washington, DC 20008; info@prrac.org.

PN MEMBERS IN CANADA

Canadians can now pay their PN membership fees in Canadian funds!

\$25 for students, unemployed and those with incomes <\$40,000

\$40 for those with incomes between \$40,000-\$80,000

\$70 for those with incomes over \$80,000

\$150 for sustaining members

[All amounts are in Canadian dollars]

Make checks payable to: "Lester de Souza in Trust for Planners Network"

Send membership form and cheques in Canadian funds to: Lester de Souza, 181 University Ave., Ste. 2200, Toronto, ON M5H 3H7

If interested in joining the PN Toronto listserv, include your email address or send a message to Barbara Rahder at <rahder@yorku.ca>.

Future Issues

September/October 1999 Growth Machine Issue

Guest Editor: Dick Platkin

DEADLINE: September 1

Ann Forsyth will guest edit a future issue on Technology.

Feature articles of 500 to 1,500 words are always welcome. Please submit articles, notes, updates, and resources typed and double-spaced. Submissions on disk or by email are greatly appreciated. Send to the Editor at <tangotti@pratt.edu> or Planners Network, 379 DeKalb Ave., Brooklyn, NY 11205.

FOR MORE THAN TWENTY YEARS, Planners Network has been a voice for progressive professionals and activists concerned with urban planning and social justice. PN's 1,000 members receive this bimonthly newsletter, network online with PN-NET, and take part in the annual conference. PN also gives progressive ideas a voice in the mainstream planning profession by organizing sessions at annual conferences of the American Planning Association and American Collegiate Schools of Planning.

The PN Conference has been held annually each spring since 1994. These gatherings combine speakers and workshops with exchanges involving local communities. PN conferences engage in discussions that help inform political strategies at the local, national, and inter-national levels. Recent conferences have been held in Washington, D.C., East St. Louis, IL, Brooklyn, NY, and Pomona, CA.

Whether face-to-face, in print, or over the internet, PNers are part of a network that shares progressive ideas and experiences. Join Planners Network and make a difference while sharing your ideas and enthusiasm with others!

All members must make an annual financial contribution. The Steering Committee recommends the following amounts as minimums for Network members:

- \$15** for those with incomes under \$25,000, students and unemployed
- \$25** for those earning between \$25,000 and \$50,000
- \$45** for those earning over \$50,000
- \$50** for organizations and libraries
- \$100 Sustaining Members** -- if you earn over \$50,000, won't you consider helping at this level?

Your contribution to Planners Network is tax deductible to the extent permitted by law.

The Planners Network

The Planners Network is an association of professionals, activists, academics, and students involved in physical, social, economic, and environmental planning in urban and rural areas, who promote fundamental change in our political and economic systems.

We believe that planning should be a tool for allocating resources and developing the environment to eliminate the great inequalities of wealth and power in our society, rather than to maintain and justify the status quo. This includes opposition to racial, economic and environmental injustice, and discrimination by gender and sexual orientation. We believe that planning should be used to assure adequate food, clothing, shelter, medical care, jobs, safe working conditions, and a healthful environment. We advocate public responsibility for meeting these needs, because the private market has proven incapable of doing so.

Yes! I want to join progressive planners and work towards fundamental change.

I'm a renewing member — Keep the faith!

Enclosed is my check payable to **PLANNERS NETWORK** for \$ _____

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INTERNATIONAL MEMBERS: Please send a check in U.S. funds as we are unable to accept payment in other currency. Thanks.

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YOUR LAST ISSUE?

Please check the date on your mailing label. If it is **JUNE 1998** this will be your last issue unless we hear from you **RIGHT AWAY!** See page 19 for contribution suggestions.

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